

Human Resources Fiscal Year 2014

There were 272 regular full and part time employees of the Town and library in FY 14. During the year, there were 18 new hires, including Director of Human Resources and Human Rights Deborah Radway. 15 staff members departed Town employment, including the retirements of 38 year veteran DPW Water Division Director Jeffrey Osborne, 26 year veteran Police Lieutenant Charles Nelson and 21 year veteran DPW Mechanic Darryl Hagar. At the December 2014 Holiday Party, the following employees were recognized for their years of service to the Town:

40 Years

Nancy H. Pagano	Senior Center
Sondra Radosh	Libraries

30 Years

Robert A. MacDonald	Public Works
Jerry Millar	Police
Brian C. Sterling	Fire

20 Years

Patricia J. Olanyk	Town Clerk
Jeffrey L. Bowser	Public Works
Robert J. Orrell	Public Works
Rodney W. Willis	Public Works
David A. Rhoades	Police
Glenn M. Jackson	Police
Richard A. Fuller	Police Facilities
John S. Ingram	Fire
James W. Snowden	Fire

10 Years

Peter A. Carlson	Public Works
Kevin Sampson	Public Works
Scott C. Thurston	Police
Christine M. Brestrup	Planning
David J. Waskiewicz	Inspection Services
Michael J. Szewczynski	Fire
Jeffrey F. Parr	Fire
Debra R. Cormier	Facilities

35 Years

James W. Laford	Public Works
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25 Years

Thomas Waterman	Public Works
John M. Chudzik	Police
Linda Newcomb	Police
Amy M. Anaya	Libraries
Cathy A. Boyle	Libraries
Timothy S. Goodhind	Fire
William T. Dunn	Fire
William B. Worthley	Communications

15 Years

Susan E. Goodhind	Treasurer/Collector
Stephen R. Feltovic	Public Works
Miguel A. Otero	Libraries
John E. Imbimbo	Facilities

During FY 14, the HR Department coordinated the negotiation of 5 collective bargaining agreements through June 2016 within parameters the Town can afford and recognizing the value and contributions of Town employee groups.

The Director updated and standardized processes for hiring, recruitment, and employee exit, and conducted training for all department administrative and leadership staff. Professional development of Town staff continued with 19 supervisors from multiple departments participating in the UMass Supervisory Leadership Development Program.

During the fall and winter, the HR department set up interviews and collected data for the Town Manager and Personnel Board's arms' length comprehensive compensation and classification study for 54 non-union personnel. A final report and recommendations including a new classification table and compensation plan were delivered by consultant Human Resources Services, Inc. of Andover in January 2014. Timely delivery of results enabled the Town Manager to appropriately budget for an average 2.2% wage adjustment for FY 15.

The Human Resources Department led a vigorous United Way Campaign which resulted in another record year of employee giving.

For the 3rd consecutive year, health insurance premium rates were held at current levels. The Town's ability to control health care costs was a major factor in enabling a transfer of almost \$1.5 million in FY 13 and \$FY 14 to the OPEB fund to pay future retiree health insurance.

Personnel Board Report

The Personnel Board was active and met nine times during the year, with D. Anthony Butterfield serving as Board Chair. Flo Stern completed 9 years of service to the Board and was thanked for her contributions. Town resident Rebecca Woodland was appointed to the Personnel Board, with a background in organizational development and education. The Board worked with Human Resources Services, Inc. the non-union compensation consultant, to identify appropriate communities for Amherst to use to compare non-union staff compensation ranges. The board also adopted a philosophical guideline of the Town wanting to compensate its non-union personnel, on balance, within 75% of the average of our western Massachusetts comparable communities and 50% of the average statewide, in order to reflect the Town's position as an employer of choice in western Massachusetts. The Board received the consultant's recommendation in January, 2014 and co-presented it to the non-union staff on January 15th. In general, the Board supported the consultant's report and recommended adoption of it. The Board heard and acted on employee concerns and reviewed several requests for reconsideration of classification from employees. There was no separate COLA recommendation from the Personnel Board to the Select Board for FY 15. A copy of the Compensation Study for Non -Union staff is available on the Town website, www.amherstma.gov/hr.